

# Exhibit 30



DEPARTMENT OF THE NAVY  
HUMAN RESOURCES OFFICE  
COMMANDER  
NAVY REGION HAWAII  
850 TICONDEROGA STREET  
PEARL HARBOR, HAWAII 96860-5101

12713  
Ser N01CP4/308  
14 May 03

Certified No. 7002 2030 0001 8912 8351

From: Complaints Program Manager  
To: Civilian Personnel Management Service, Office of Complaint Investigations

Subj: **DISCRIMINATION COMPLAINT OF MILTON KAOPUA VS  
HANSFORD T. JOHNSON, ACTING SECRETARY OF THE NAVY,  
DOCKET NO. DON 03-62813-001**

Ref: (a) CPMS DOD OCI HONO memo of 17 Apr 03

Encl: (1) Support documents

1. Enclosure (1) is forwarded as requested by reference (a).

a) **Statistical description of Complainant's organization, annotated to identify each employee by name; position title, series, and grade level; race and self-identified disability status.** Included at enclosure (1a), but statistics on national origin and religion are not available.

b) **Identification of any employees, within the two years immediately preceding the matters at issue in the complaint who filed Workers' Compensation claims; who requested or received advance sick leave; and/or who received leave under the leave transfer program.** Able to provide the data for leave transfer program, enclosure (1b). Data for advance sick leave requests is not yet available. U.S. Department of Labor regulations prohibit the release of Workers' Compensation claims information.

c) **Appropriate organizational chart.** Included at enclosure (1c).

d) **Specifications of the "hostile work environment" to which Complainant was allegedly subjected between November 1998 and July 23, 2002 (in sufficient detail and identifying the coworker and the nature of the actions alleged to have created a hostile work environment).** Included at enclosure (1d), (a memorandum for the record providing the requested information).

e) The following information is provided in accordance with each stated response:

• **Evidence of what specific accommodation Complainant sought for his disability and management's response to his requested accommodation.** Included in the counselor's report in enclosures (20) and (21).

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• Evidence showing the timelines (actual timelines for this case and, if applicable or available, those timelines legally required or typical of past experience in similar cases) for processing the Workers' Compensation claim documents and specifically identifying each Workers' Compensation claim, as well as when each claim was processed and the final outcome (or current status) of each claim. As noted in (1b) above, U.S. Department of Labor regulations prohibit the release of Workers' Compensation claims information. For information on the timeline of the Complainant's claim processing, see the counselor's report on pages 12-13, interview with Ms. DeVita.

• Evidence showing when and how Complainant requested advance sick leave; the timeline for processing his request; and whether (and to what extent) advance sick leave was approved (or the current status of the advance sick leave request). As noted in (b) above, the information about advance sick leave is included there. In addition, the timeline for the Complainant's request for advance sick leave is discussed on page 13 of the counselor's report.

• Evidence showing when and how Complainant applied for the leave transfer program and to what extent he received the benefits of that program (or current status of his request). This is discussed on pages 13-15 of the counselor's report, including a response by the Labor Advisor, Ms. Wong.

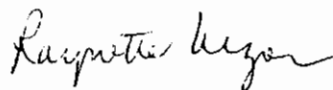
f) All regulations, operating procedures, and publicity issued at relevant times regarding:

• Reasonable accommodation for employees with disabilities. See COMNAVREGHIINST 12000.1D, dated 18 July 2002, Section 603, PERSONS WITH DISABILITIES/DISABLED VETERANS PROGRAM.

• Workers' Compensation claim processing. See COMNAVREGHIINST 120000.1D, dated 18 July 2002, Section 421, INJURY COMPENSATION and 20 CFR Parts 10 and 25, Section 10.110.

• Advance sick leave. See COMNAVREGHIINST 12000.1D, dated 18 July 2002, Section 403, ABSENCE AND LEAVE.

• Leave transfer program. See COMNAVREGHIINST 12000.1D, dated 18 July 2002, Section 406, LEAVE TRANSFER PROGRAM.



RAYNETTE ALGOSO

Copy to:

Mr. Elbridge Smith, Complainant's representative (Certified No. 7002 2030 0001 8912 8375)  
Mr. Milton Kaopua, Complainant (Certified No. 7002 2030 0001 8912 8368)  
Code N01CP2 (Hazel Wong)

FULL NAME	PAY PL	SERIE	GRA	TITLE	MGR	HDCP
NAKASONE BRYAN K	GS	0081	12	SUPV FIREFIGHTER	Q	05
GILDING DAMIEN E	GS	0081	11	SUPV FIREFIGHTER	E	05
YUEN MICHAEL S	GS	0081	11	SUPV FIREFIGHTER	G	05
LEE JACK D JR	GS	0081	11	SUPV FIREFIGHTER	K	05
DELAURA GLENN T	GS	0081	11	SUPV FIREFIGHTER	K	05
MASON WALLACE D B	GS	0081	08	SUPV FIREFIGHTER	H	05
KAAUWAI GLENN K	GS	0081	08	SUPV FIREFIGHTER	K	05
CASSERLY THOMAS F JR	GS	0081	08	SUPV FIREFIGHTER (AIRFI	E	15
MARTINEZ STANLEY	GS	0081	08	SUPV FIREFIGHTER	H	05
OTINERU JOSEPH A	GS	0081	08	SUPV FIREFIGHTER	Q	05
ABAD ROBERT F	GS	0081	07	SUPV FIREFIGHTER	H	05
HOLT LAWRENCE R	GS	0081	07	SUPV FIREFIGHTER	K	05
KOBAYASHI DAVE M	GS	0081	07	SUPV FIREFIGHTER	L	05
CAMPOS FLORENTINO V	GS	0081	07	SUPV FIREFIGHTER	H	05
AREVALO RONNIE L	GS	0081	07	SUPV FIREFIGHTER	E	05
WONG AARON K	GS	0081	07	SUPV FIREFIGHTER	K	05
REGO ARTHUR M	GS	0081	07	SUPV FIREFIGHTER	H	05
RAPOZA CHRIS J	GS	0081	07	SUPV FIREFIGHTER	E	05
KON NORMAN W L	GS	0081	07	SUPV FIREFIGHTER	K	05
BEHIC FRANCIS T	GS	0081	07	SUPV FIREFIGHTER	H	05
WHITTINGTON RODNEY	GS	0081	07	SUPV FIREFIGHTER	K	05
MITCHELL RICHARD K	GS	0081	07	SUPV FIREFIGHTER	K	05
KAOPUA MILTON K	GS	0081	07	SUPV FIREFIGHTER	K	05
AGUIAR DOUGLAS A	GS	0081	07	SUPV FIREFIGHTER	E	05
PAPA RICHARD K JR	GS	0081	07	SUPV FIREFIGHTER	K	05
KAOHI ROBERT C	GS	0081	07	SUPV FIREFIGHTER	K	05
NARVAEZ THOMAS P JR	GS	0081	07	SUPV FIREFIGHTER	E	05
BROWN DAN K	GS	0081	07	SUPV FIREFIGHTER	K	05
NISHIGUCHI LAURENCE E	GS	0081	07	SUPV FIREFIGHTER	Q	05
QUINTAL STEVEN M	GS	0081	07	SUPV FIREFIGHTER	F	05
FLORES ROBERT	GS	0081	07	SUPV FIREFIGHTER	K	05
COZO EMIL T F SR	GS	0081	07	SUPV FIREFIGHTER	K	05
CORTEZ ANSON K	GS	0081	07	SUPV FIREFIGHTER	H	05
DETOMASO MICHAEL H	GS	0081	07	SUPV FIREFIGHTER	K	05
DIXON LAWRENCE D	GS	0081	07	SUPV FIREFIGHTER	H	05
LONO GLENN P	GS	0081	07	SUPV FIREFIGHTER	K	15
LOPEZ CLYDE	GS	0081	07	SUPV FIREFIGHTER	H	05
STODDARD PAUL O	GS	0081	07	SUPV FIREFIGHTER	E	22
SARSONA LEONARD J	GS	0081	07	SUPV FIREFIGHTER	H	05
FREITAS EMERY S	GS	0081	07	SUPV FIREFIGHTER	L	05
FRY DANIEL C	GS	0081	07	SUPV FIREFIGHTER	E	05
AKIYAMA RON K	GS	0081	07	SUPV FIREFIGHTER	L	05
LYON WILLIAM C	GS	0081	07	SUPV FIREFIGHTER	E	05
MAYEDA GLENN D	GS	0081	07	SUPV FIREFIGHTER	L	05
VINTA ALLEN M	GS	0081	07	SUPV FIREFIGHTER	K	05
LAKE JAMES K JR	GS	0081	07	SUPV FIREFIGHTER	E	05
BRILHANTE STANLEY D J	GS	0081	06	FIREFIGHTER	E	05

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ENCLOSURE (1a)



2002/11

4/21/03

FULL NAME	PAYPL	SERIE	GRA	TITLE	MGD	HDOP
KOKI WALTER L	GS	0081	06	FIREFIGHTER	K	05
KIYAN HARRY M	GS	0081	06	FIREFIGHTER	L	05
KITAMURA MASON K	GS	0081	06	FIREFIGHTER	L	05
LARA AARON R	GS	0081	06	FIREFIGHTER	L	05
KOCH GERALD W	GS	0081	06	FIREFIGHTER	E	05
KUNIHRO KEN Y	GS	0081	06	FIREFIGHTER	L	05
KANALULU JEROME N	GS	0081	06	FIREFIGHTER	K	05
KUKAHIKO VALENTINE A	GS	0081	06	FIREFIGHTER	K	05
GULICK PAUL K	GS	0081	06	FIREFIGHTER	K	05
DREW EDWARD L	GS	0081	06	FIREFIGHTER	K	05
DUARTE BLAZE R	GS	0081	06	FIREFIGHTER	Q	05
DUTRO HENRY	GS	0081	06	FIREFIGHTER	D	05
ECKERT DOUGLAS E	GS	0081	06	FIREFIGHTER	E	05
CONVARD EUGENE P	GS	0081	06	FIREFIGHTER	E	05
FUJIOKA NEIL S	GS	0081	06	FIREFIGHTER	L	05
FURUTA SHANE T	GS	0081	06	FIREFIGHTER	L	05
FUSE DOUGLAS T	GS	0081	06	FIREFIGHTER	L	05
CONSELVA DWANE A	GS	0081	06	FIREFIGHTER	H	05
YOSHIMOTO RYAN K	GS	0081	06	FIREFIGHTER	L	05
GONZALES DOUGLAS E	GS	0081	06	FIREFIGHTER	K	05
IKEHARA RONALD M	GS	0081	06	FIREFIGHTER	L	05
GUILLAUME JOSEPH W	GS	0081	06	FIREFIGHTER	K	05
KAJAMA EDWARD N JR	GS	0081	06	FIREFIGHTER	K	05
CHANG KAI MING	GS	0081	06	FIREFIGHTER	G	05
HANDLEY CARLTON K	GS	0081	06	FIREFIGHTER	K	05
HARUNO MICHAEL M	GS	0081	06	FIREFIGHTER	L	05
HARVELL JOHN R	GS	0081	06	FIREFIGHTER	E	05
CHANDLER ROBERT P	GS	0081	06	FIREFIGHTER	D	05
HEE MERRICK M	GS	0081	06	FIREFIGHTER	G	05
MALTERRE JAMES L	GS	0081	06	FIREFIGHTER	E	05
HOWE SHAWN P	GS	0081	06	FIREFIGHTER	K	05
CHAMIZO DANIEL JR	GS	0081	06	FIREFIGHTER	D	05
JACOBSEN BRUCE I	GS	0081	06	FIREFIGHTER	K	05
WONG BENJAMIN M	GS	0081	06	FIREFIGHTER	G	05
CARLSON THOMAS W	GS	0081	06	FIREFIGHTER	E	05
CHUN HERMAN K	GS	0081	06	FIREFIGHTER	K	05
SMITH GORDON A K	GS	0081	06	FIREFIGHTER	K	05
BREEZE PETER J	GS	0081	06	FIREFIGHTER	E	05
PIAMONTE GREGORY A	GS	0081	06	FIREFIGHTER	D	05
PRATT ERIC W	GS	0081	06	FIREFIGHTER	E	05
ARNDT DANIEL C	GS	0081	06	FIREFIGHTER	K	05
REVUELTO DENNIS L	GS	0081	06	FIREFIGHTER	K	01
RHODE ERIC K	GS	0081	06	FIREFIGHTER	E	05
SANDERS MATTHEW E	GS	0081	06	FIREFIGHTER	D	05
SANTOS PATRICK A	GS	0081	06	FIREFIGHTER	E	05
ALO JAMES N	GS	0081	06	FIREFIGHTER	Q	05
SCHRADER PAUL W	GS	0081	06	FIREFIGHTER	E	05

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FULL NAME	PAYPL	SER	GR	TITLE	MOD	HEC
AWONG JOHN III	GS	0081	06	FIREFIGHTER	K	05
SHIMABUKURO REID S	GS	0081	06	FIREFIGHTER	E	05
PERRY CARSON L	GS	0081	06	FIREFIGHTER	E	05
AKIONA JOHN K	GS	0081	06	FIREFIGHTER	K	05
SOUZA DEAN K	GS	0081	06	FIREFIGHTER	K	05
STROHLIN CHARLES B	GS	0081	06	FIREFIGHTER	K	05
AHULAU LANCE K	GS	0081	06	FIREFIGHTER	K	05
TAKUSHI PETER H	GS	0081	06	FIREFIGHTER	L	05
TAMAYOSHI DEAN C	GS	0081	06	FIREFIGHTER	L	05
AHSAM MICHAEL E	GS	0081	06	FIREFIGHTER	K	05
TATEKAWA RAYMOND M	GS	0081	06	FIREFIGHTER	Q	05
VALENTE LAMBERT V K	GS	0081	06	FIREFIGHTER	E	05
VILLALPANDO ROBERT I	GS	0081	06	FIREFIGHTER	D	05
SENARIGHI ANTHONY K	GS	0081	06	FIREFIGHTER	E	05
WAMBERG CHRIS J	GS	0081	06	FIREFIGHTER	E	05
LUNASCO JEFFREY	GS	0081	06	FIREFIGHTER	H	05
MAGNANI CHRISTOPHER	GS	0081	06	FIREFIGHTER	K	05
MAMALIAS RANDALL A	GS	0081	06	FIREFIGHTER	H	05
BELASKI MANUEL	GS	0081	06	FIREFIGHTER	E	05
MCANALLY PATRICK C	GS	0081	06	FIREFIGHTER	E	05
MCGILL RAYMOND K	GS	0081	06	FIREFIGHTER	K	05
MELEMAI BERNARD L JR	GS	0081	06	FIREFIGHTER	K	05
MITCHELL BARRY S	GS	0081	06	FIREFIGHTER	E	05
MOLO REED A	GS	0081	06	FIREFIGHTER	A	05
BARROS THOMAS R	GS	0081	06	FIREFIGHTER	D	05
PASCO MYRON L	GS	0081	06	FIREFIGHTER	H	05
NEWCOMB CHARLES R	GS	0081	06	FIREFIGHTER	E	05
OKIMOTO REID Y	GS	0081	06	FIREFIGHTER	L	05
NOBRIGA HARVEY K	GS	0081	06	FIREFIGHTER	E	05
PADEKEN GEORGE M JR	GS	0081	06	FIREFIGHTER	K	05
VISITACION EDWARD C	GS	0081	06	FIREFIGHTER	H	05
BANAS ALFREDO D III	GS	0081	06	FIREFIGHTER	H	05
NG DELTON O K	GS	0081	06	FIREFIGHTER	G	05
MONTGOMERY JASON K	GS	0081	06	FIREFIGHTER	E	05
OTANI RANDALL T	GS	0081	06	FIREFIGHTER	L	05
BERDON RAYMOND JR	GS	0081	05	FIREFIGHTER	E	05
ABERILLA JOSHUA F	GS	0081	05	FIREFIGHTER	D	05
BENNETT DANIEL K	GS	0081	05	FIREFIGHTER	K	05
AHSAM KAI C	GS	0081	05	FIREFIGHTER	K	05
COOPER ROBIN M	GS	0081	05	FIREFIGHTER	E	05
AINA BENEDICT	GS	0081	05	FIREFIGHTER	K	05
ARCHULETA SABIN L	GS	0081	05	FIREFIGHTER	D	05
ARROWSMITHSTEGE J	GS	0081	05	FIREFIGHTER	D	05
APUNA BRANDON G	GS	0081	05	FIREFIGHTER	K	05
ALUALU FOLAFOLAGA	GS	0081	05	FIREFIGHTER	N	05
CARTER JAMES A	GS	0081	05	FIREFIGHTER	E	05
KAM GAYLORD M K	GS	0081	05	FIREFIGHTER	K	05

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2002/11

4/21/03

FULL NAME	PAVPL	SERIE	GRA	TITLE	NO	HOOR
RODRIGUES LESLIE C	GS	0081	05	FIREFIGHTER	E	05
RITTMEISTER BENJAMIN	GS	0081	05	FIREFIGHTER	D	05
RICHEY L LARUE	GS	0081	05	FIREFIGHTER	E	05
PUNI PUNI JR	GS	0081	05	FIREFIGHTER	N	05
SMITH VINCENT C	GS	0081	05	FIREFIGHTER	M	05
PAVAO MITCHELL N	GS	0081	05	FIREFIGHTER	E	05
SOLA POUTOA	GS	0081	05	FIREFIGHTER	N	05
KLOPP BRAD P	GS	0081	05	FIREFIGHTER	E	05
SONOGNINI JOSEPH K	GS	0081	05	FIREFIGHTER	K	05
MAKUA JOHN O	GS	0081	05	FIREFIGHTER	K	05
LEUNG TONY K K	GS	0081	05	FIREFIGHTER	G	05
SATSUDA RYAN T	GS	0081	05	FIREFIGHTER	L	05
KO ELDEN K	GS	0081	05	FIREFIGHTER	K	05
MYNATT GARY G	GS	0081	05	FIREFIGHTER	E	05
HAKKEI GARY I	GS	0081	05	FIREFIGHTER	L	05
YAP BRYON K W	GS	0081	05	FIREFIGHTER	G	05
FUJIOKA CRAIG F	GS	0081	05	FIREFIGHTER	L	05
GALLEGO ROLAND C	GS	0081	05	FIREFIGHTER	E	05
WILLIAMS HERBERT P	GS	0081	05	FIREFIGHTER	C	91
LEINAU JOSHUA I	GS	0081	05	FIREFIGHTER	E	05
GUERRERO DINO JOHN K	GS	0081	05	FIREFIGHTER	K	05
KAINA CHARLES K	GS	0081	05	FIREFIGHTER	K	05
HEAU DANIEL J	GS	0081	05	FIREFIGHTER	G	05
WHITTINGTON JAHROD J	GS	0081	05	FIREFIGHTER	K	05
TANAKA KIPP Y	GS	0081	05	FIREFIGHTER	L	05
SUNADA SHELDON K	GS	0081	05	FIREFIGHTER	L	05
KAeka ERIC K	GS	0081	05	FIREFIGHTER	K	05
KAHAI AUGUSTINE III	GS	0081	05	FIREFIGHTER	K	05
CURTIS MICHAEL A	GS	0081	04	FIREFIGHTER	E	05
DEMELLO PATRICK H	GS	0081	04	FIREFIGHTER	E	05
DELOSSANTOS RANDY B	GS	0081	04	FIREFIGHTER	H	05
RUIZ JAYTON L	GS	0081	04	FIREFIGHTER	K	05
AKANA ELROY J	GS	0081	03	FIREFIGHTER	K	05
POWELL JONATHAN S	GS	0081	03	FIREFIGHTER	K	05
ODLAND STEVEN K	GS	0081	03	FIREFIGHTER	E	05
BARBIETO SR DOUGLAS	GS	0081	03	FIREFIGHTER	E	05
MARKS JOSEPH R	GS	0081	03	FIREFIGHTER	K	05
KAEA MATTHEW I	GS	0081	03	FIREFIGHTER	K	05
CASTRO SEAN K	GS	0081	03	FIREFIGHTER	K	05
ILAGAN WALTER W	GS	0081	03	FIREFIGHTER	H	05
CHUN SEAN S	GS	0081	03	FIREFIGHTER	G	05
FAUROT ERIC K	GS	0081	03	FIREFIGHTER	K	05
MEYERS JASON K	GS	0081	03	FIREFIGHTER	K	05



FULL NAME	PAY PLAN	SERIES	PLAN	TITLE	AGD	DDOP
JONES MICHAEL P	GS	0081	14	FIRE CHIEF	Q	05

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